

# Board of Directors

## **01 John Hughes, Chairman**

John Hughes was appointed to the Board in 2007 and became Chairman in May 2008. He is chairman of the Nomination Committee and a member of the Remuneration Committee. John was previously executive vice-president and chief operating officer of defence, aerospace and electronic systems company Thales Group and is currently non-executive chairman of Intec Telecom Systems plc and Teleticity Group plc, non-executive deputy chairman of Parity Group plc, and a non-executive director of Chloride Group plc and Barco NV, a company quoted on the Brussels Stock Exchange.

## **02 John O'Higgins, Chief Executive**

John O'Higgins joined Spectris in 2006. He is a member of the Nomination Committee. Prior to joining Spectris, he was with Honeywell, most recently as President of Automation and Control Solutions, Asia Pacific. He began his career with Daimler Benz in Stuttgart. John has engineering degrees from University College Dublin and Purdue University and an MBA from INSEAD.

## **03 Clive Watson, Group finance director**

Clive Watson joined Spectris in 2006. He was previously at Borealis, a leading provider of plastics solutions, where he was chief financial officer and executive vice president for business support. Prior to this, he was group finance director at Thorn Lighting Group and before that group finance director Europe with Black & Decker. Clive is a member of the Institute of Chartered Accountants in England and Wales and the Chartered Institute of Tax and holds a Bachelors degree in Commerce & Accounting from the University of Birmingham.

## **04 Jim Webster, Business group director**

Jim Webster, a metallurgy graduate, joined Spectris in 1993. He is responsible for the operational supervision of a number of the group's trading companies. He was previously general manager of the European Wire and Cable Division of Raychem Corporation. He is a non-executive director of Raymarine plc.

## **05 Peter Chambré, Non-executive director**

Peter Chambré was appointed to the Board in 2006. He is a member of the Audit Committee and Remuneration Committee. He is chairman of Axellia Pharmaceuticals, ApaTech and 7TM Pharma, all private companies, and a non-executive director of BTG plc. He is also an adviser to private equity company 3i. Peter was formerly chief executive officer of Cambridge Antibody Technology Group plc and prior to that was chief operating officer of Celera Genomics Group and Chief Executive of Bespak plc.

## **06 Anthony Reading MBE, Non-executive director**

Anthony Reading was appointed to the Board in 2004. He is chairman of the Remuneration Committee and a member of the Audit Committee and the Nomination Committee and is the Senior Independent Director. Tony was previously a director of Tomkins plc and chairman of Tomkins Corporation, USA, and a non-executive director of George Wimpey plc. He is a non-executive director of Laird plc, Taylor Wimpey plc and e2v technologies plc.

## **07 John Warren, Non-executive director**

John Warren was appointed to the Board in 2006. He is chairman of the Audit Committee and a member of the Remuneration Committee. From 2000 to 2005 John was group finance director at WH Smith PLC. Prior to that he was with United Biscuits Plc for 19 years, latterly as group finance director. He has been a non-executive director of Rexam Plc and RAC plc and is currently a non-executive director of The Rank Group Plc, Bovis Homes Group PLC, BPP Holdings plc and Uniq plc.

## **08 Roger Stephens, Head of commercial and company secretary**

Roger Stephens is an economics graduate and chartered company secretary. Prior to joining Spectris in 1997, he held commercial roles in the power and construction sectors, specialising in contract negotiation, claims resolution, IP exploitation and property development.

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